

**WTVF-TV**  
**EEO PUBLIC FILE REPORT**  
April 1, 2011 – March 31, 2012

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for the Recruitment Source Data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy<sup>1</sup></b>	<b>Referral Source Referring Hiree</b>
Associate Producer	1-15, 17-37	25
News Reporter	1-15, 17-34, 36-37	13
News Photographer	1-15, 17-36	35
News Reporter	1-36	22
Associate Producer	1-34, 36-38	37
News Photographer (overnights)	1-34, 39-40	29
Internet News Producer	1-37, 41	36
News Reporter	1-34, 36-37	29
News Reporter	1-34, 36-37	37
News Photographer	1-36, 39-40	22
Technical Operator	1-36, 38	38
New Business Marketing Consultant	1-37	36
Assignment Editor	1-38	38
Associate Producer	1-38	22

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<sup>1</sup> Please see Section II for details concerning sources that are entitled to vacancy notifications. For each position on this report, the station notified all sources that were entitled to vacancy notifications at the time of outreach.

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**II. MASTER RECRUITMENT SOURCE LIST**

<b>RS NUMBER</b>	<b>RECRUITMENT SOURCE INFORMATION</b>	<b>Source Entitled to Vacancy Notification Yes/No</b>	<b>Number of Interviews Referred by RS in 12 mo. Period</b>
<b>1</b>	<b>Anthem Career College-Career Services</b> 560 Royal Pkwy Nashville, TN 37214 Rachel Chandler rchandler@anthem.edu 615-232-3700	Y	0
<b>2</b>	<b>Austin Peay University - Career Services</b> PO Box 4745 Clarksville, TN 37044 Tamara Bey beyt@apsu.edu 931-221-7896	Y	1
<b>3</b>	<b>Belmont University Career Placement</b> 1900 Belmont Blvd Nashville, TN 37212 Laura Wheeler careerservices@belmont.edu 615-460-6490	Y	1
<b>4</b>	<b>Clarksville, Montgomery Cty Career Center</b> 350 Pageant Lane, Suite 406 Clarksville, TN 37040 Angie Hopkins angela.hopkins@tn.gov 931-648-5530	N	0
<b>5</b>	<b>CSB School of Broadcasting</b> 25 Century Blvd, Suite 103 Nashville, TN 37214 Rob Learmont jobs@gocsb.com 615-884-0299	Y	0
<b>6</b>	<b>DeVry University</b> 3343 Perimeter Hill Drive, Ste 200 Nashville, TN 37211 Crystal Turner Cturner3@devry.edu 615-445-3465	Y	0
<b>7</b>	<b>East Tennessee State University</b> Career Services PO Box 70718 Johnson City, TN 37614 <a href="https://etsu-csm.symplicity.com/employers">https://etsu-csm.symplicity.com/employers</a> 423-439-4441	Y	0

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<b>8</b>	<b>Fisk University</b> 1000 17th Avenue North Nashville, TN 37208 Gussie Fuller careerservices@fisk.edu 615-329-8631	Y	0
<b>9</b>	<b>ITT Technical Institute</b> 2845 Elm Hill Pike Nashville, TN 37214-3717 Yvonne Cano ycano@itt-tech.edu 615-889-8700	Y	0
<b>10</b>	<b>Kentucky Assoc. for Career &amp; Technical Education</b> PO Box 4583 Frankford, KY 40604 Michael Stone 502-223-1823	N	0
<b>11</b>	<b>LDS Employment Resource Services</b> 19 Industrial Park Dr Hendersonville, TN 37075 Mary Kinney wel-ec-nashville@ldschurch.org 615-812-9929	Y	0
<b>12</b>	<b>Lipscomb University</b> Career Placement Center 2901 Granny White Pike Nashville, TN 37204 Beverly Langford careerdevelopment@lipscomb.edu 615-966-1792	N	0
<b>13</b>	<b>Medialine</b> PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone medialine@medialine.com 800-237-8073	Y	1
<b>14</b>	<b>Middle Tennessee Career Center</b> 621 Mainstream Drive, Suite 210 Nashville, TN 37228 Frank Hayes frank.hayes@nashville.gov 615-253-8920	Y	1

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<b>15</b>	<b>Middle Tennessee State University</b> Career Services PO Box 2 Murfreesboro, TN 37132 <a href="https://mtsu-csm.symplicity.com/employers">https://mtsu-csm.symplicity.com/employers</a> 615-898-2500	Y	0
<b>16</b>	<b>MTTV - MTSU</b> 1301 E Main St / MTSU Box 663 Murfreesboro, TN 37130 Iain Donham <a href="mailto:mttv@mtsutv.org">mttv@mtsutv.org</a> 615-898-5050	Y <i>(as of 4/14/11)</i>	0
<b>17</b>	<b>Murray State University</b> Career Service Center 218 Ordway Hall Murray, KY 42071 Regina Hudspeth 270-809-3735	N	0
<b>18</b>	<b>NAACP-Nashville Chapter</b> 1308 Jefferson St Nashville, TN 37208 Sonnye Dixon / Lisa Walker 615-329-0999	Y	0
<b>19</b>	<b>Nashville State Community College</b> Career Employment Center 120 White Bridge Rd Nashville, TN 37209 Lisa Fletcher <a href="mailto:ejobs@nscc.edu">ejobs@nscc.edu</a> 615-353-3248	Y	0
<b>20</b>	<b>National Academy of Arts &amp; Sciences (NATAS)</b> 27 Music Square East Nashville, TN 37203 <a href="http://www.emmyonline.org">www.emmyonline.org</a> 615-259-0040	N	1
<b>21</b>	<b>National College of Business &amp; Technology</b> 1638 Bell Rd Nashville, TN 37211 Terry Davis-McCall 615-333-3344	Y	0
<b>22</b>	<b>NewsChannel 5 Network (WTVF)</b> Station Website <a href="http://www.newschannel5.com">www.newschannel5.com</a>	N	20

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<b>23</b>	<b>Sewanee University of the South</b> Career Services 735 University Avenue Sewanee, TN 37383 Hilda Vanghan careers@sewanee.edu 931-598-1121	Y	0
<b>24</b>	<b>South Central Career Center</b> 119 Nashville Highway, Suite 106 Columbia, TN 38401 Judy Vick 931-490-3792	Y	0
<b>25</b>	<b>Tennessee Association of Broadcasters</b> Two International Plaza Dr #507 Nashville, TN 37217 www.tabtn.org 615-365-1840	N	1
<b>26</b>	<b>Tennessee State University Career Center</b> 3500 John Merritt Blvd. Nashville, TN 37209 Phyllis Turner pturner@tnstate.edu 615-963-5981	Y	0
<b>27</b>	<b>Tennessee Tech University</b> Director of Career Service PO Box 5021 Cookeville, TN 38505 Lynn Haley lhaley@tntech.edu 931-372-3232	N	0
<b>28</b>	<b>Trevecca Nazarene University</b> Career & Counseling Center 333 Murfreesboro Rd Nashville, TN 37210 Ronie McPeak rmcpeak@trevecca.edu 615-248-1237	Y	0
<b>29</b>	<b>TV Jobs.com</b> PO Box 4116 Oceanside, CA 92052 www.tvjobs.com 800-374-0119	N	7

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<b>30</b>	<b>University of Tennessee-Knoxville</b> 333 Communications Building Knoxville, TN 37996-0333 Chandra Eskridge/Barbara Moore 865-974-4291	N	0
<b>31</b>	<b>University of Tennessee-Martin</b> Dept of Communication 305 Gooch Hall Martin, TN 38238 Rodney Freed rfreed@utm.edu 731-587-7532	N	0
<b>32</b>	<b>Urban League of Middle Tennessee</b> 2250 Metro Center Blvd Nashville, TN 37228 Juliet Mason jmason@urbanleagueofmidtn.org 615-254-0525 x10	Y	0
<b>33</b>	<b>Volunteer State Community College</b> 1480 Nashville Pike Gallatin, TN 37066 Mel Timberlake mel.timberlake@volstate.edu 615-452-8600 x2218	Y	0
<b>34</b>	<b>Western Kentucky University</b> Career Services Center #1 Big Red Way Bowling Green, KY 42101 <a href="https://wku-csm.symplicity.com/employers">https://wku-csm.symplicity.com/employers</a> 270-745-3095	Y	0
<b>35</b>	<b>Employee Referral</b>	N	10
<b>36</b>	<b>Internal Posting</b>	N	10
<b>37</b>	<b>Non-Employee Referral</b>	N	10
<b>38</b>	<b>Walk-In/Self Referral</b>	N	4
<b>39</b>	<b>B-Roll (Television News Photography)</b> 1623 D Street NE Washington DC 20002 Kevin Johnson <a href="http://www.b-roll.net">www.b-roll.net</a> 202-470-5396	N	2

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<b>40</b>	<b>National Press Photographers Assoc (NPPA)</b> 3200 Croasdaile Dr, Ste 306 Durham, NC 27705 Mindy Hutchison www.nppa.org 919-383-7246	N	0
<b>41</b>	<b>Lostremote.com</b> Cory Bergman cory@lostremote.com	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD:</b>			69

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Programs	<p>Our Station hosts college interns on an ongoing basis. Interns receive hands-on training in a variety of skills, including operating a studio camera, writing for broadcast, timing newscasts, using broadcasting equipment, and effective story-telling.</p> <p>During the reporting period, the Station hosted 33 interns, as follows:</p> <ul style="list-style-type: none"> <li>• Summer 2011 - News Department (6), NewsChannel 5+ (2), Talk of the Town (4);</li> <li>• Fall 2011 - News Department (2), Talk of the Town (4), Interactive (1);</li> <li>• Spring 2012 - News Department (6), NewsChannel 5+ (2), Talk of the Town (4), Interactive (1), Production (1).</li> </ul>
<b>2</b>	Event or Program Sponsored by Educational Institution Relating to Broadcast Careers	On April 11, 2011, a WTVF Producer spoke to journalism students enrolled in Middle Tennessee State University's Intro to Television Reporting and Producing class. The Producer talked about her own career path and discussed what it takes to have a successful career in broadcasting.
<b>3</b>	Event or Program Sponsored by Educational Institution Relating to Broadcast Careers	On April 18, 2011, a WTVF Associate Producer provided a tour of the station to a group of communications students from Austin Peay University and discussed the variety of job opportunities available behind the scenes at a television station.
<b>4</b>	Host a Job Fair	On July 14, 2011, NewsChannel 5 hosted a Career Expo at Lipscomb University and provided live coverage of the event. The Career Fair included general information seminars about employment as well as booths manned by individuals representing 55 local employers where attendees could obtain information about job opportunities. WTVF solicited local employers and organized the logistical aspects of the event. Station participants included our Station Manager. NewsChannel 5 promoted this event extensively both on the air and on line. Two thousand job seekers attended this event.
<b>5</b>	Event or Program Sponsored by Educational Institution Relating to Broadcast Careers	On October 24, 2011, a WTVF Investigative Reporter spoke to a group of students at Lipscomb University, many of which were journalism students, about life as a journalist and the changing landscape for reporters.
<b>6</b>	Event or Program Sponsored by Organization Interested in Broadcast Employment Issues	On October 11, 2011, a WTVF Meteorologist spoke to more than one hundred high school student leaders at a workshop for the Tennessee Association of Student Councils. The Meteorologist spoke about leadership, his own career, and careers in broadcasting.



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	<b>TYPE OF RECRUITMENT INITIATIVE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>7</b>	Management-Level Training Regarding Equal Employment Opportunity and Preventing Discrimination	On October 11, 2011, a Diversity Consultant spoke to The WTVF employees about preventing discrimination in hiring. Thirteen of the Station's hiring managers were in attendance.
<b>8</b>	Event Sponsored by Community Organization Interested in Broadcast Employment Issues	On October 27, 2011, a WTVF Assignment Manager participated in a Media Meets Community mixer, sponsored by the National Association of Black Journalists. The event brought in community and civic leaders to discuss their concerns and comments about journalism with broadcast professionals.
<b>9</b>	Event or Program Sponsored by Educational Institution Relating to Broadcast Careers	On November 9-10, 2011, a WTVF Meteorologist spoke to several dozen students at two local high schools that were studying meteorology and shared the story of his path to becoming a meteorologist and the daily responsibilities of the position.
<b>10</b>	Event or Program Sponsored by Organization Interested in Broadcast Employment Issues	On November 9, 2011, a WTVF Associate Producer spoke to the National Broadcasting Society, a student organization at Austin Peay University, about beginning and advancing a career in broadcasting.
<b>11</b>	Event Sponsored by Community Organization Interested in Broadcast Employment Issues	On November 3, 2011, the WTVF Station Manager co-chaired a day-long seminar for Leadership Nashville, an organization of community and business leaders. The afternoon sessions addressed the changing business model for media and its effect on the hiring process. Another session examined the current deadline demands for journalists and how those deadlines effect coverage.
<b>12</b>	Participation in a Scholarship Program to Assist Students Interested in Broadcasting Careers	On December 1, 2011, our Station provided a \$1000 scholarship to Middle Tennessee State University for a broadcasting student. The recipient will be designated the NewsChannel 5 Scholar and will have the opportunity to complete an internship at the Station.
<b>13</b>	Activity Designed to Disseminate Information About Broadcast Careers	On January 25, 2012, a WTVF Assignment Manager spoke to a media careers seminar at Tennessee State University about the wide variety of careers in broadcasting which are behind the scenes.
<b>14</b>	Activity Designed to Disseminate Information About Broadcast Careers	On January 24, 2012, two WTVF News Anchors participated in the Virtual School at Vanderbilt University, a distance-learning series for students in grades 7-12 across the State of Tennessee and spoke about careers in television news journalism.
<b>15</b>	Event Sponsored by Community Organization Interested in Broadcast Employment Issues	On February 17, 2012, a WTVF Assignment Manager participated on a panel for the Tennessee Valley Authority Economic Forum and discussed how social media has changed the demands on broadcasters and how those changing demands affect coverage.

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	<b>TYPE OF RECRUITMENT INITIATIVE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>16</b>	Participate in Job Fair	On March 29, 2012, a WTVF Hiring Manager participated in a job fair at Nashville State Community College in Nashville and talked with attendees about career opportunities in television broadcasting.